

# **TURKISH RAILWAY WORKERS DEMAND RESPECT FOR TRADE UNION RIGHTS**

Fundamental trade union rights are denied to Turkish railway workers by a government which uses repressive measures enacted by the former military dictatorship.

The absence of basic freedoms for tens of thousands of workers reflects badly on a government which claims to have brought Turkey into the ranks of democratic nations and which is currently seeking to join the European Community.

The ITF-affiliated Turkish railway workers' union DEMIRYOL-IS has addressed a formal complaint to the International Labour Organisation (ILO) about the restrictions on union organisation and industrial action in the railways.

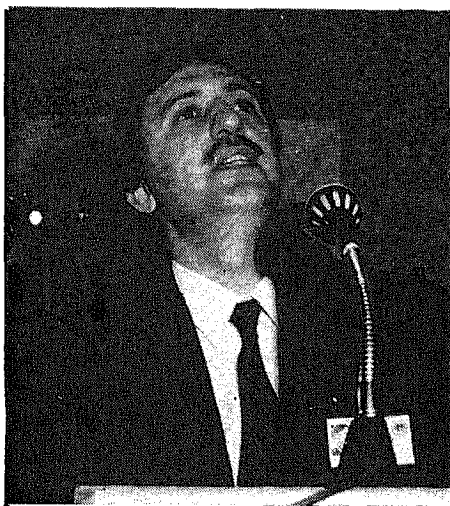
"Of the more than 60,000 people employed in railway transport today, only about 30,000 have the right to unionise," says DEMIRYOL-IS President Enver Toçoglu.

The others are classed as "public servants" or "contract personnel" and are denied this right.

The category of "public servants" includes train drivers and conductors, a key group for any successful union activity.

The ban on trade union membership by the two groups of employees is contained in Article 51 of the edition of the Turkish Constitution passed under the military regime in 1982, and was confirmed by a government decree this January.

Enver Toçoglu describes the use of laws which undermine the trade unions by limiting the right to organise as "one of the fundamental elements of the ex-



DEMIRYOL-IS President Enver Toçoglu

isting government's policy in Turkey".

By accepting the Constitution of the ILO, the Turkish government is required to respect the principle of freedom of association. Turkey has ratified ILO Convention No. 98 on the Application of the Principles of the Right to Organise and to Bargain Collectively, but is failing to implement it.

DEMIRYOL-IS is also protesting against a prohibition on strikes in urban railways and other rail transport services, which likewise dates from the period

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# ITF African health and safety seminar

Governments, employers and transport workers in West Africa are being urged by ITF affiliates in the region to pay greater attention to enforcing health and safety regulations.

The ITF West African Transport Workers' Workshop on Occupational Health and Safety met in Accra, Ghana, from December 4 to 8 1989. It was attended by thirty-five participants from nine countries and was held with the assistance of the Friedrich Ebert Foundation.

The workshop discussed the issues of implementing international health and safety conventions, the dumping of toxic waste, security in the civil aviation industry and the safety implications of the outdated transport infrastructure in the region.

Participants called on their governments to ratify ILO health and safety conventions and to ensure that all employers set up special departments to coordinate safety measures and standards.

In condemning those responsible for the dumping of toxic waste on the continent, the workshop called for governments to embark on a comprehensive programme of educating workers on the dangers of toxic waste and



The seminar participants.

not to compromise with plans by industrialised countries to dump their toxic waste in Africa.

Participants noted with concern that commercial vehicles are not insured in some West African countries, and called for mandatory insurance regulations in those countries. They also requested the introduction of mandatory alcohol testing for drivers on the continent.

In urging transport workers to com-

ply strictly with safety regulations, the workshop recognised the positive role that could be played by stronger trade unions in the formulation and enforcement of effective regulations and safety standards.

The ITF was asked to organise a Pan-African Health and Safety Workshop in order to generate greater awareness of the issues and to maintain the momentum of the health and safety campaign.

## New home for Mexican union

The new offices of the Mexican transport workers' federation FNTTMMT in Mexico City were opened by Communications and Transport Secretary Andres Caso on January 17.

The building is to be at the disposal of all seafarers and dockers in the country, according to the union's General Secretary Emetrio Deloya, who delivered a welcoming address at the inauguration.

The union is keen to extend its dialogue with transport unions throughout the continent, and the Mexican national dockers' federation UNOP has requested the ITF to convene a Pan-American dockers' and seafarers' conference to discuss issues of com-



mon interest such as deregulation, technological change and training standards.

## ...Turkish rights

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of military rule.

The union disputes the government's claim that industrial action should not be allowed because urban railways are "essential services" whose interruption would endanger the life, personal safety or health of members of the public.

ITF General Secretary Harold Lewis has written to the Director-General of the ILO supporting DEMIRYOL-IS's complaint.

The complaint is part of a wider campaign by DEMIRYOL-IS and the national trade union confederation TÜRK-IS for greater trade union rights and freedoms in the country.

# South African sanctions must continue

Global attention is now focussed on South Africa, following the release of Nelson Mandela on February 11, and State President De Klerk's unbanning of the African National Congress (ANC), the South African Communist Party and other anti-apartheid groups.

In a statement issued on February 2 by ANC President Oliver Tambo, the organisation said that FW de Klerk's announcements "go a long way towards creating a climate conducive to negotiations."

The ANC has welcomed the fact that the white minority government appears to have taken the first steps on the road to dismantling apartheid, but stressed concern about the fact that "some political prisoners will not be released, that the State of Emergency is not lifted in its entirety and that the practice of detention without trial will continue."

The ANC is now entering into a review of the new situation, stressing the need to cement unity between all anti-apartheid organisations — "This will include a process of consultation with the Mass Democratic Movement of our country and all other anti-apartheid organisations."

The ANC and Nelson Mandela have both firmly stated that the international campaign for sanctions against the regime, which has played a significant part in bringing about these tentative steps from the government, must now be redoubled in order to maintain the pressure on the government:

"To lift sanctions now would run the risk of aborting the process towards the complete eradication of apartheid," Mandela said in Cape Town on the day of his release, "Our march to freedom is irreversible."

These sentiments were echoed in a statement issued by the General Secretary of the International Confederation of Free Trades Unions (ICFTU) John Vanderveken. The ICFTU states that the international trade union campaign against apartheid aims to secure "one person-one vote in a united democratic non-racial South Africa where human

and trade union rights are fully supported."

In a message addressed to Nelson Mandela, issued on February 12, Vanderveken said:

"You can rest assured that the ICFTU and its 141 affiliated national trade union centres in 98 countries grouping 92 million workers will see to it that political and economic sanctions prevail until such a time that the hated apartheid system is totally eradicated," he said.

For the South African independent trade union movement, these steps represent the lifting of a very particular burden they have had to bear. With the banning of the ANC and the muzzling of the United Democratic Front, the trade union movement was left as the main internal organisation representing the disenfranchised black majority. In addition to the very difficult task of organising and representing workers, the trade union movement was also one of the few available outlets for the campaign against apartheid.

The tentative steps taken so far by the government owe much to the work done by the trade unions in maintaining this struggle, and they have clearly earned themselves a place at any future negotiating table as the legitimate voice of South African workers.

While apartheid remains in place, it will never be possible for trade unions to withdraw from the mass movement for its elimination, but with the unbanning of the ANC and the UDF, the Congress of South African Trades Unions (COSATU) will be able to devote more work to the task of fight-

ing for a decent wage and trade union rights for all South African workers.

Central to that campaign is the fight against the Labour Relations Act (LRA), which imposes savage restrictions on the right to strike and the right to organise on the shopfloor.

COSATU and the smaller National Council of Trades Unions (NACTU) have formed a common front against the LRA, and have been fighting both to get the government to repeal the law and for the South African employers' organisation SACCOLA to agree to an understanding not to use the law in repressing trade union activity.

The Chairman of SACCOLA, Bobby Godsell, said that he hoped unions would be able to focus more on industrial issues now that the other anti-apartheid organisations were unbanned.

SACCOLA, on February 7, presented a set of proposals to COSATU and NACTU for discussions over the LRA. The employers have suggested that a three person working group should be established to investigate comparable strike laws, particularly in the Federal Republic of Germany and the USA.

So far, these proposals do not centrally address the concerns of the unions, whose campaign against the LRA is set to continue and intensify. The lessons of the overall anti-apartheid campaign, that significant pressure can work, will not be lost on South African workers. Any political settlement that is to be reached for a new unitary, non-racial, democratic South Africa will also have to recognise worker and trade union rights as a key plank.

## **ICFTU womens' appeal**

The International Confederation of Free Trade Unions (ICFTU) is using the occasion of International Women's Day on March 8 to appeal for two women's projects in developing countries.

The appeal is part of the ICFTU's solidarity work in support of women in developing countries.

One project is for a women's literacy centre in Burkina Faso; a country with a 95 per cent illiteracy rate. The other is for a rural vocational training centre for women in El Salvador. The two projects will cost just over US\$100,000.

Contributions to the ICFTU appeal can be made via national trade union centres.

# Union condemns Sri Lanka emergency

The ITF-affiliated Ceylon Mercantile, Industrial and General Workers' Union (CMU) has demanded that Sri Lankan President Premadasa repeal restrictive emergency laws and restore democratic rights in the country.

The union, which has a long and honourable history of campaigning for human rights and democratic principles in Sri Lanka (see ITF News, September 1989), wrote a letter on January 5 this year, endorsed by the CMU General Council, outlining their demands to the man who has now been Sri Lankan President for one year.

President Premadasa was elected on December 19 1988 on a platform promising to restore peace to the strife-ridden country. Nine days after assuming power, the new President ended the State of Emergency that had been in force for many years under former President Jayawardene. But, on June 20 1989, he reimposed the State of Emergency.

One of the most disturbing emergency regulations promulgated at that time was Regulation No. 55 FF:

"...You have enabled the burial or cremation of dead bodies by 'any police officer of a rank not below that of Assistant Superintendent of Police or any other officer or person authorised by him in that behalf' without having to comply with other provisions of the emergency regulations and any other written law relating to the inquest of death or to burial or cremation," says the CMU letter.

This extraordinary regulation has

been described by Amnesty International as an encouragement to "extra-judicial execution." The CMU agrees with this categorisation completely:

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*"...You have enabled the burial or cremation of dead bodies by any police officer...."*

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"We request you to revoke Emergency Regulation 55 FF, especially having regard to the fact that hundreds of dead bodies have been found all over the country, mostly burnt or thrown into rivers, with no explanation from you or any spokesperson of your Government as to how such large numbers of dead bodies came to be dealt with, and at whose hands," say the CMU.

The union believes that such a regulation is "completely unacceptable to the people of any civilized country, under any circumstance." Such rules can only serve to encourage potential terrorists to keep up their actions, the union says.

The CMU demands the restoration of basic rights, such as the right of assembly, the right to free publication and the right to strike — all of

which are restricted by the Emergency Regulations. In addition to 55 FF, mentioned above, they also single out Regulation 10, imposed on September 4 1989.

This regulation allows military and police officers "to require any person to do any work or render any personal service in aid, or in connection with the national Security or the maintenance of Essential Services."

The union is of the view that "this is tantamount to the enslavement of individuals, by their subjection to the dictates of army and police officers, as is now the case in various establishments declared by you to be Essential Services, such as ports and banks."

The CMU states that it stands firmly for democratic and human rights and peace and justice in Sri Lanka, "the restoration of peace requires the restoration of democratic rights and respect for human rights."

## Argentinian federation reconstituted

ITF-affiliated maritime and inland navigation unions in Argentina have relaunched their joint campaigning organisation, the Argentine Maritime Federation (FAMAR).

A new Executive Committee for the body was elected at an extraordinary congress in Buenos Aires at the turn of the year. The delegates worked out an action programme designed to increase the country's role in international maritime transport and improve the effective use of both human and natural resources in seafaring and inland navigation.

FAMAR groups together the trade unions of maritime electricians and inland waterway captains as well as the United Seafarers' Union (SOMU).

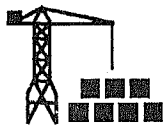
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## OBITUARIES

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ZOYA DOH, General Secretary of the dockers' union (SUPERPA) in the Port of Abidjan, Ivory Coast, died suddenly on January 6th 1990. ITF General Secretary Harold Lewis

sent a message to the union expressing the ITF's deep shock at the loss of Doh, who played a major part in the recent expansion of ITF activities in Francophone Africa.



# DOCKERS

## Thai unions fight privatisation plans

Thai dockers have demonstrated their determination to resist government privatisation plans. The six trade unions in the Ports Authority of Thailand (PAT) struck for four days from January 30, and are poised to take further

action if negotiations with the government fail.

The Thai Cabinet decided in November last year that a new National Port Administration Committee should be created to oversee financially inde-

pendent and competing businesses in the individual ports. New operations at the deep-water port of Laem Chabang were put out to tender.

Dockworkers were angered by a PAT management statement that the new facilities would be privately run since the Authority was not able to operate them itself. The unions are demanding that the PAT maintain its control over port operations, and see Laem Chabang as the thin end of the wedge of plans for full-scale privatisation of the ports.

After an initial campaign of rallies, petitions and symbolic lunchtime stoppages had failed to secure serious negotiations with the government, the unions called an all-out strike and brought the country's ports to a standstill, at a cost to shippers of at least US\$40 million a day.

Some workers were so alarmed at the threat of privatisation that they went to desperate lengths to register their protests. At least five dockers slashed their arms with steel cutters and wrote a letter in blood to the Prime Minister.

The action received magnificent support from other trade unions, with workers in other state enterprises threatening an immediate strike and the possibility of further solidarity action throughout the country.

Disgusted by the inadequate response of the government, which had threatened the unions with legal action, the strikers called on the Chief of the Armed Forces, General Chavalit Yongchaiyudh, to mediate. The General helped to secure an agreement on a return to work on February 2, with the government agreeing to talks on the future of the port.

But the unions are prepared to resume the action should the government backpedal on guaranteeing a safe future for the PAT in public hands.

## South African dockers strike for job security

Stevedores in the Western Cape province of South Africa have taken strike action for higher wages and better employment guarantees.

More than 600 employees of SA Stevedores (SAS), the largest stevedoring company in the country, struck on February 5 in protest at new wage rates. The stevedores, who are members of the ITF-affiliated Transport and General Workers' Union (TGWU), demanded basic daily pay of R45 rather than the R37.50 rate implemented by the company.

Casual workers played a particularly militant role in the dispute because of their lack of job security, with the strikers demanding one day a week's basic guarantee of work for casuals. Many casuals travel long distances to seek work without any guarantee of em-

ployment.

The Western Cape Branch of the TGWU has been particularly active on behalf of casual workers and have managed to secure regular monthly meetings with SAS to discuss their grievances. As a result some 131 casual workers have become "permanent casuals" with priority for employment where work is available.

The SAS workers were supported in their action by TGWU members at the International Harbour Services company, who refused to handle SAS work during the dispute.

The strikers have now returned to work under threat of prosecution, since the strike was technically illegal under South Africa's labour laws, but their campaign for the one day's work guarantee continues.

## Technology and ports conference

The effects of the increasing need for flexibility, quality and specialisation in port operations are the subject of a major international conference to be held later this year.

The conference on "Ports, People and Technology" will take place in Rotterdam on November 14-16. It is being organised by the Port of Rotterdam in cooperation with the Platform for Informatics and Technology (PIT), which consists of representatives of port employers, trade unions and gov-

ernments. ITF General Secretary Harold Lewis is a member of the conference's International Steering Committee.

Topics to be discussed include port economics, port and transport technologies, labour relations and training.

*Further information can be obtained from conference secretary Marjoleine van Doorn at the Nederlands Studie Centrum, PO Box 330, 3130 AH Vlaardingen, Netherlands.*

# UK scheme abolition costs mount

The abolition of Britain's National Dock Labour Scheme has cost taxpayers more than eight times what the Conservative government originally claimed.

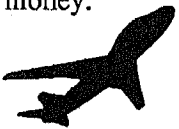
When the government and the employers announced their plans to scrap the Scheme last year, as part of an all-out assault on the position of the Transport and General Workers' Union (TGWU) in the ports, the government announced that abolition would cost £10 million (US\$17 m) of public money.

Now it has been revealed that the government has already spent £85 million (US\$144.5m) on pay-offs to dockers leaving the industry, with an additional £60 million (US\$102m) being provided by the employers.

Almost £30 million (US\$51m) of the government's contribution was used in compensating workers laid off by eleven stevedoring companies which declared insolvency. Some of the employers involved subsequently hired new non-union labour using a different company name.

The opposition Labour Party has called for an official inquiry into what it describes as either major incompetence or deceit on the part of the government when it gave the original figures for the cost of abolishing the Dock Labour Scheme.

The TGWU is warning that further redundancies in the dock labour force are being planned by the employers. The period for redundancy payments under the arrangements made to abolish the Scheme has another two and a half years to run.



## CIVIL AVIATION

### Euro-bid for external relations control

The European Commission has produced a set of radical proposals for the future of the Community's external relations in civil aviation which would transform the member states of the European Community (EC) into a single country for the purposes of air transport agreements.

At a Commission meeting on January 24, Transport Commissioner Karel Van Miert proposed that EC countries should stop negotiating bilaterally with third countries and that air transport agreements should in future be coordinated at Community level.

The new policy would be implemented step by step; as the various bilateral agreements between member states and third countries expired or were updated, the EC would simply take over as the contracting party. There are nearly 600 such agreements.

A similar arrangement was tried at one time by the nations constituting East African Airways. However, in the African case, airline operations were conducted by a single carrier whereas the EC will continue to have many airlines. It is not clear in the proposals how the routes negotiated by the Community would be shared out.

The Commission is also asking member states not to grant any further

fifth freedom rights to non-EC carriers without referring the agreement to the Commission. This would transform the EC into a single cabotage area — routes between EC member states would have the same status as those between two points within a single country.

Since intra-Community cabotage is also to be introduced as part of the second phase of liberalisation meas-

ures, EC carriers will presumably be permitted to serve non-Community destinations from EC origins other than their own home base.

Commissioner Van Miert has also proposed that if the EC was to become the body carrying out negotiations with third countries, then it should also represent member states within international organisations.

### ITF meetings with ICAO

The need to extend international licensing standards to include cabin crew was one of the main topics discussed when ITF Acting Civil Aviation Secretary David Cockroft visited the Montréal headquarters of the International Civil Aviation Organization (ICAO) at the end of January.

Accompanied by ITF Representative to ICAO Stu Johns, Cockroft had discussions with the chiefs of the Personnel Licensing and Training and Operations and Airworthiness Sections as well as with the Director of the Air Navigation Bureau. While at ICAO, he also attended a session of the Air Navigation Commission, the body which oversees the technical side of ICAO's work and met the ICAO repre-

sentative of the International Federation of Air Line Pilots' Associations (IFALPA).

As a result of the meetings held, arrangements were finalised for a consultation meeting between representatives of ITF cabin crew unions and senior ICAO officials in April which will focus specifically on the future inclusion of cabin crew in the list of occupations covered by Annex 1 (licensing) to the Chicago Convention on International Civil Aviation.

While in Montréal Cockroft also addressed a meeting of the Council of the airline division of the Canadian Union of Public Employees and held discussions with its President Richard Nolan and other senior officials.

# Asia/Pacific seminar on industrial relations

Fifty-four participants from Australia, Bangladesh, Fiji, India, Japan, Malaysia, New Zealand, Pakistan, Papua New Guinea and Thailand attended a three-day ITF seminar in Goa (India) from 8-10 January 1990 on the theme "Industrial Relations in Civil Aviation in the Asia/Pacific Region".

The seminar concluded that the industrial relations systems governing trade union rights and collective bargaining procedures varied from country to country but that there was scope for improvement throughout the region.

An expert from the Regional Office of the International Labour Organisation (ILO) in Bangkok, Mr. Tabusa, delivered an opening address on the industrial relations situation in the Asia/Pacific civil aviation industry.

This presentation was followed by country reports from all participants based on a questionnaire circulated in advance by the ITF Secretariat.

These reports showed that although most countries in the Asia/Pacific region are members of the ILO, the majority of the countries in the region have not even ratified or applied Conventions 87, 98 and 151 which guarantee basic trade union rights to workers.

Many governments have further restricted the rights of aviation workers on the pretext that they are public sector employees. Restrictions have been placed on their right to strike and on collective bargaining.

Where the right to strike does exist, it is often undermined by governments which introduce special legislation or ordinances whenever trade unions attempt to exercise it.

Airline managements often claim that civil aviation falls into the category of "essential services" in order to prevent workers from taking strike action. According to the ILO, a service becomes "essential" only if it affects the health and life of people.

The recent trend towards privatisation and deregulation and the contracting out of part of their activities by



airlines has caused job losses, erosion of trade union membership and weakening of the trade union movement as a whole.

The trade union movement in the Asia/Pacific region is further weakened by divisions in its own ranks along political, sectarian and racial lines. Management therefore adopt a "divide and rule" policy by favouring "puppet unions".

The Air India Employees' Guild for instance is split and management are trying to find out which faction is most amenable to it. There are 33 civil aviation unions in India and efforts are currently underway to unite them.

The seminar passed a resolution urging the repeal of the Bangladesh Industrial Relations Ordinance (Amendment) 1989, which curbs the fundamental right to form trade unions in the country, violating ILO Conventions. The seminar also condemned the ordinance banning trade union activity in the civil aviation sector in Pakistan.

A further resolution condemned discrimination regarding the retirement age of cabin crew of Bangladesh Biman airlines which is 45 for males and 35 for females, the normal retirement age

of public sector and semi-public sector employees being 57 years.

Service rules at Biman have been drawn up with no consultation with the unions. Two cabin crew members are rostered by Biman on a 25-minute flight during which snacks are served to up to 85 passengers. Cabin crew flight safety duties are necessarily neglected (see ITF News, November/December).

Since the imposition of martial law in Bangladesh in 1982, contracts can be terminated for minor lapses. A large number of trade union leaders have lost their jobs in this way.

The seminar also adopted a resolution in support of 28 Biman employees who were dismissed when management decided to use the Air India service for handling its 16 weekly scheduled flights to and from Calcutta (see ITF News, November/December).

Effective industrial democracy in the region, is the only way to improve management/employee relations. The seminar concluded that management and trade unions should work together as equal partners in order to promote the development of the civil aviation industry which is essential to the economies of Asia/Pacific countries.

**Civil Aviation section continues after centre pages**

# A NEW DAWN FOR TRADE UNIONS

After many years of totalitarian rule, Central and Eastern European nations are well on the road to political democracy. Their workers are demanding free trade unions and it is clear that these developments require fast, imaginative, and co-ordinated responses from the international trade union movement.

In line with decisions taken by the International Confederation of Free Trade Unions (ICFTU) Executive Board last November, and the General Conference of the International Trade Secretariats (ITSs) in January a special meeting took place in Brussels on February 8 of ITSs and major Trade Union Centres. Its purpose was to review trade union developments in Eastern and Central Europe and to develop a policy towards the emerging democratic trade unions in those countries. The ITF was represented at the meeting by Research and Publications Secretary David Cockroft.

Different patterns of trade union developments are emerging — in some countries, the old state run "trade union" bodies are undergoing a process of democratisation which may lead to their transformation into genuine unions. In others, the "official" bodies have been totally rejected by workers who are creating their own new democratic union structures.

In Czechoslovakia the official trade union movement, the ROH, has been in a state of crisis since the November 1989 revolution. ROH President Miroslav Zavadil resigned from his job and from the Communist Party Praesidium on 26 November and was replaced by Karel Henes. On 9 December a plenary meeting of official unions voted to dissolve its leadership and replace it with an Action Committee (AC) headed by Karel Henes. That meeting expelled a number of members and called an extraordinary Congress of ROH for the beginning of 1990 to make recommendations for its restructuring.

These changes in the official unions took place under pressure from the independent "strike committees" which formed spontaneously to organise the strikes which brought about the col-

lapse of the Communist regime. On 7 January representatives of the strike committees created the Trade Union Coordinating Centre (KOC), designed to prepare for local union elections and to form preparatory committees for the industrial branch level Congresses. The Congress of the Union of Railway, Air Transport and Waterways Employees was scheduled for February 15.

The KOC believes that it is 'inconceivable' that the new centre could be affiliated to the World Federation of Trade Unions (WFTU). If the reform process is successful there is every reason to expect the unions to seek affiliation with the ICFTU and the ITSs. For the ITF this will be of major historical significance. Czechoslovak unions played a major part in the ITF prior to the Second World War and the ITF's 1932 Congress was held in Prague.

The reform process in Hungary started considerably earlier than in Czechoslovakia and the official Central Council of Trade Unions (SZOT) has already been replaced by a "provisional co-ordinating council" to prepare for a national trade union Congress in early March. The industrial unions which make up the SZOT have been holding Congresses which have resulted in important internal changes.

There is scepticism amongst some groups in Hungary about the sincerity of those involved in reforming the SZOT since the process has been entirely 'top down' with no pressure from rank and file workers.

Unlike Czechoslovakia, Hungary also has an independent union federation, the Democratic League of Independent Trade Unions (FSzDL). The League, which was established in 1988, represents about 16 trade unions with an estimated membership of 60,000. Included amongst its members is the

Hungarian seafarers' union which has already submitted an application for affiliation to the ITF. Relations between the League and SZOT, which were quite friendly have deteriorated, in the run up to the SZOT Congress and political elections. The issue of access to the assets of the old unions is a major factor in this change.

The trade union situation in Rumania is heavily influenced by the bitter and bloody revolution which removed the hated dictator Ceausescu. Rumania's workers have totally rejected the Ceausescu-run trade union body the GTUC. The GTUC leaders officially dissolved the organisation and reconstituted it with the (confusing and highly inappropriate) title of Union of Free Trade Unions (UFTU). This body has plenty of buildings (its Headquarters is in the Ministry of Labour) and other assets but no members. In the meantime, genuine free trade unions have been forming at a staggering rate, although mainly at the local level. One of the most important exceptions to this rule is the drivers' union which has become the fastest growing trade union organisation in Rumania. In January the union established a new national confederation of free trade unions called FRATIA. The ITF sent a message of solidarity to the founding Congress of the union on January 30. The independent unions are extremely positive about the ICFTU and ITSs and they look to Western unions for help, support and training. The ITF intends to forge close links with the Drivers' Union and other free transport unions in Rumania as a matter of urgency.

In Bulgaria, reformist elements appear to have taken control of the leadership positions in the Communist Party following the ousting of Communist Party chief Todor Zhivkov in November. Its close association with Zhivkov has thrown the official Central Council of Bulgarian Trade Unions (CCBTU) into a deep crisis. In February 1989 a group of intellectuals in Sofia launched the country's first



# S IN EAST AND CENTRAL EUROPE

independent trade union Podkrepa (Support). Its leaders were held from June until September 1989 when they were released and published a "Programme Declaration" calling for genuine trade unionism in Bulgaria. Podkrepa is the dominant force within the UDF group of opposition bodies. It claims a membership of 100,000 with about 1,000 new members joining each day. The bulk of its members came originally from white collar occupations but there are recent reports of a Miners' Federation joining. Podkrepa has started to establish autonomous regional and industrial structures and a Congress was scheduled for February 10-11. Internationally it has expressed itself as being close to the position of the ICFTU.

The CCBTU meanwhile has been trying to update its image and to fight the development of Podkrepa as an independent union organisation. On December 26 it was announced that the CCBTU leadership had been dismissed and a new President, sociologist Krysto Petkov, elected. The reform process has been largely cosmetic, however. The old leadership still holds many important positions in the CCBTU and in the round table talks between the government and opposition groups, the CCBTU sits on the government side. There is no cooperation between CCBTU and Podkrepa. The latter body is staunchly anti-Communist while the CCBTU has said that it is "worried that Podkrepa is copying Poland's Solidarity movement". Internationally it appears that the CCBTU remains affiliated to and active in the WFTU. While the Communist Party apparatus survives at enterprise level, it is hard to foresee a disintegration of the CCBTU and the most likely outcome appears to be a pattern similar to that in Poland where Solidarity is in competition with the old "official" OPZZ unions. All these things will be influenced by the results of the Parliamentary elections scheduled for May.

In view of the moves towards German unification, the ICFTU did not send a mission to the **German Democratic Republic**. Instead the meeting heard a verbal report from Erwin Kristoffersen, International Secretary of the West German national centre, the DGB. An Extraordinary Congress of the East German trade union centre, the FDGB on 31 January - 1 February had adopted a new constitution and elected a new leadership under the Presidency of Helga Mausch of the Miners' Union. Despite this, the rest of the newly elected Executive Board of the FDGB were either members of the communist SED or had left the Party very recently. A major change in the FDGB constitution transferred the majority of the power to the individual industrial unions which now have full financial and negotiating autonomy. The DGB felt it was too early to say whether there was a genuine reform of the FDGB under way.

Given the pressure for unification it was doubtful whether the FDGB would ever hold another Congress. Virtually everyone wanted to create a single DGB for the whole of Germany. Things are moving much faster in individual DGB industry unions, the meeting heard. IG Metall had recently signed a cooperation agreement with its GDR counterpart and IG Chemie had established a liaison office in Leipzig. The DGB itself was shortly going to open an office for GDR affairs in West Berlin.

The most unexpected discussion at the meeting was that on trade union developments in the **USSR**. The decision of the Soviet Communist Party to renounce its leading role also applied to the trade unions, opening up the prospect of free trade unionism in the Soviet Union. Dan Gallin, General Secretary of the International Union of Food Workers (IUF), told the meeting that he had just returned from Moscow where he had attended the Congress of the Soviet Fish Industry Union, which represents workers in the fishing fleet

as well as the fish processing industry. The Fish Industry Union, together with the Miners, represented the 'Perestroika' faction within the Soviet trade union movement, he reported. The Union had recently thrown out its old leaders and adopted a new constitution. It had also expressed keen interest in closer links with both the IUF and ITF with a view to possible affiliation at some stage in the future.

Compared with the other countries discussed, the review of the situation in **Poland** revealed few major changes. The Solidarity Congress will take place on 10-24 April and should approve the creation of industrial unions which would be free to affiliate to the ITSs. The first phase of the ICFTU/Solidarity trade union education programme in Poland was now drawing to a close. It had been very successful and an evaluation seminar would be held at the end of March.

As well as reviewing developments, the meeting discussed and adopted a comprehensive and co-ordinated ICFTU Programme of assistance for Central and Eastern European trade unions. The programme will consist of a two-way exchange of information; closer contacts both in the countries and outside; basic education programmes along the lines of that organised with Solidarity and, longer term more extensive training programmes either on a single sector or cross-sector basis. The meeting discussed the difficult question of contacts with the Official Union Structures and agreed that the ICFTU and the ITSs will have to deal with this on a case by case basis. One thing which was quite clear, however, is that the WFTU is in a state of crisis with only 2 or 3 of its affiliates paying membership dues.

The February meeting was the first in what is planned to be a regular series. It is clear that the next few months are going to be of major historical importance for the international trade union movement.

# EC licences for cabin crew?

A draft directive on the mutual acceptance of personnel licences for the civil aviation industry has been submitted to the European Council of Ministers.

The idea behind the draft directive is to eliminate practical barriers which effectively prevent Community citizens from exercising their theoretical right to work in any of the Community countries. This has always been a problem for civil aviation employees because of the differing licensing requirements in member states.

The Commission's aim is to establish harmonised licensing standards before the end of 1992. In the meantime, interim measures are to be put in place to ease the current shortages of pilots and air traffic controllers. These measures oblige member states to recognise any licence granted by another member state which meets the standards set down by the International Civil Aviation Organization (ICAO) in Annex One to the Chicago Convention. Cabin crew are not included in Annex One, something which the ITF has long campaigned to change.

Member states will be allowed to refuse recognition of licences which are not covered by Annex One. If they do, they will be obliged to supply a written explanation to the individual concerned and the Commission. They must tell the applicant which additional requirements have to be met before the licence can be accepted. This should prevent discrimination by member states against workers from other member states.

In the case of occupations for which some countries have a licence while others do not, member states will be obliged to recognise "equivalent qualifications and experience".

ITF unions are very unhappy that the current propositions do not include licensing provisions for cabin crew. However, these measures are just a first step. Mandatory licensing requirements will be in place by the end of 1992. The ITF will be pressing for the inclusion of cabin crew in any European licensing standards.

The ITF has sought assurances from the Commission that the final regulations, unlike the current 'stop gap' measures, will not simply follow the provisions of ICAO Annex One. As ITF General Secretary Harold Lewis made clear in a letter dated 7 February to Transport Commissioner Karel Van Miert, excluding cabin crew would not represent "a serious move towards the harmonisation of training and qualifi-

cations in the Community countries, which is an indispensable part of the liberalisation process".

The ITF believes that any new Community regulations should go beyond the simple recognition of existing national licences. European licensing standards should be introduced for all groups of aviation employees who have a responsibility for in-flight safety, including cabin crew.

## Australian deregulation

Australian carriers will face a damaging price-cutting war after the airline industry is deregulated this November.

Three fledgling airlines — Compass, Southern Cross and Capitol — are ready to join the market. Compass will be pitching for the lower end of the market while the other two will be aiming at business and first class travellers.

State-owned Australian Airlines and Ansett, which is owned by Rupert Murdoch, are determined not to be undercut by their new rivals.

Analysts believe that a price war will be damaging to established airlines and will also result in the collapse of at least two of the new airlines.

## Extended range operations

New aircraft engine technology involves greater power, lower fuel consumption and higher reliability. As a result, the new generation of long-range aircraft can fly non-stop for up to 18 hours.

Increased engine power means that three and four engine jets have been replaced by twin-engine models. There has been a rise in twin-engine extended range operations (ETOPS), over trans-Atlantic and inter-continental routes.

The implications of these developments for cabin crews' working conditions are considerable. Longer flights have led to changes in crewing requirements and hours of work of flying personnel. Augmented cabin crews have been introduced to cope with increased duty times.

A number of cabin crew unions already have considerable experience of extended range operations. The ITF would like to hear about these experiences, particularly in the areas of:-

1. Sleep/rest patterns, stomach disorders and allergies;

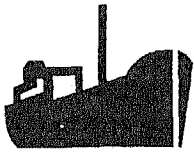
2. Maximum flight and duty times and crew complement levels for augmented crew operations;

3. In-flight crew rest facilities in long-haul aircraft, such as provision of horizontal rest facilities, reclining seats, separate rest areas for crew not wishing to sleep, location and quality of crew rest areas, for example, quality of the air, temperature levels;

4. Safety problems, for example, lowered levels of alertness among cabin crew.

Many unions are facing the introduction of extra long flights and can learn from existing trade union experience. Any information sent in will be distributed to these unions. Please write to:

David Cockroft  
Civil Aviation Section  
International Transport  
Workers' Federation  
133 - 135 Great Suffolk Street  
LONDON SE1 1PD  
UNITED KINGDOM



## Lebanese gunmen hold crew hostage

Seventeen seafarers are celebrating their return home with backpay after a living nightmare crewing a ship that was carrying weapons and explosives for the Christian militia in Lebanon.

The Pakistani crew and Master of the Atlantic III were repatriated from Malta on February 16 with a backpay settlement of US\$180,000 — a fair settlement considering that the crew's main goal was to get off the ship alive.

The ITF received a desperate message from the crew on February 3. They described their situation as "literally hostages for the six months running at sea in the East Mediterranean. Neither the charterers nor the owners care about our plight."

They carried a cargo of heavy equipment, including tanks, personnel carriers, rocket-launchers and explosives., after loading the cargo, they had been joined by four armed militiamen who were "agents" of the charterers.

The crew were effectively hijacked by the armed guards — "Were ordered to comply with everything they wanted. Have been completely cut off from the rest of world due to no communications."

Food began to run out, and the dwindling stocks of water were contaminated with diesel oil. The Chief Officer was injured on board and kept by the armed men "as a sort of hostage" for 45 days. They refused to allow him off the ship for medical treatment.

"Have been faced with shortages of food...Have used sea water also contaminated water full of diesel oil."

On top of all this, the crew's salaries were cut. By the time they contacted the ITF, the crew said "We are on edge and our nerves are stretched to the limit."

The ship had sailed the Eastern Mediterranean for six months, while the militiamen tried to arrange the unloading of the cargo:

"We are suffering. This has been our sixth month out at sea drifting/manoeuvring from one port to another so as to avoid seizure from hostile forces," the crew said.

The owners of the ship, registered as Kent Trading of Piraeus, Greece, heard that the Master had contacted the ITF and tried to force the ship to rendezvous with a gunboat 12 miles off the Israeli coast. The master refused and contacted the ITF. On February 9, the master was ordered by the owners to proceed to the Israeli port of Haifa to discharge the cargo.

In consultation with the International Maritime Bureau, the ITF advised the Master to sail the ship to Malta. General Workers' Union Foc Inspector John Mansueto in Malta was contacted and asked to do whatever he could to help the crew and get the vessel to a safe berth.

The owners then accused the Master of "barratry" — maritime mutiny for disobeying owners' instructions. In

fact, Masters are empowered to disobey orders if their judgement is that their life and the lives of the crew are in danger through following the instructions — a fairly reasonable assumption in this case.

Because of the highly dangerous nature of the cargo, the Maltese authorities refused to allow the ship into their territorial waters. She was forced to wait just outside the 12 mile limit.

Fighting between the militiamen and the crew then broke out, and the crew succeeded in overpowering and restraining their erstwhile captors.

Mansueto, with assistance from local agents and the Pakistani embassy, managed to get the owners to bring in a new crew and agreed to the backpay settlement and to repatriate the crew, who were ferried from the ship by a launch in high seas.

The ship, with a new crew from Greece, has now departed for an unknown destination with its deadly cargo.

## Lloyd's pollution probe to test ships' emission gases

Lloyd's Register has begun a six month study into the environmental damage caused by exhaust fumes from ships.

The study — costing £250,000 and set to last six months — will utilise specially designed instruments that will be placed on board a number of ships.

The portable testing equipment involves inserting a heated sample probe into the funnel. The emission gasses will then be analysed for the presence and concentration of Nitrogen Oxides, Carbon Dioxide, Carbon Monoxide and Sulphur Dioxide — gases which can contribute to both the "Greenhouse Effect" and Acid Rain.

Additionally the study will examine other engine parameters such as shaft

revolutions, samples of fuel oil burnt and the type of lubricating oil used.

Nearly 50 ships, including container ships, ferries, tankers and Rhine barges, will be tested.

The study will provide authoritative information on the level of emissions in ships for the first time.

Previous research has been limited and ad-hoc compared to the extensive work done on automobiles and aircraft. Lloyd's Register hopes that the study will produce an "independent" data base which can be referred to by governments and international organisations who are considering setting emission and pollution control regulations.

# Joint plea to save UK fleet

Seafaring unions and shipowners in Britain are both campaigning for positive government measures to assist the dwindling merchant marine. Once the largest in the world, the British flag fleet continues to decline at a rapid pace. Unlike many other traditional maritime states, the British government has no programme of assistance for its fleet. Officials from the ITF-affiliated officers' union NUMAST met the government's Transport Secretary at the end of January to press for positive steps to aid the fleet. NUMAST called for a policy of encouraging investment in new ships and support for the employment of British seafarers. In a paper presented to the minister, NUMAST pointed out that the British flag fleet has dropped from 1,140 ships in 1980 to less than 340 today. The number of officers employed has fallen from over 42,000 in 1975 to less than 9,000 today. In a similar move, President Juan Kelly of the General Council of British Shipping (GCBS) presented the government with a proposal for £260 million (\$430 million) a year's worth of financial assistance to help the shipping industry renew its ageing fleet. Kelly said that the industry had the skills and management, but lacked positive government support. Measures would be based around tax relief for shipowners and seafarers. The GCBS claim that their package would bring a £500 million gross benefit to the British balance of trade.

The Japanese-flag fleet has declined in the last year, according to the Japan Shipowners' Association

(JSA). The JSA say that the fleet now stands at 7,777 ships totalling 26,370,000 tons gross (42.32 tonnes DWT) as of July 1989. This is a decline of 162 ships, totalling 2.83 tons GRT or 4.49 million tonnes DWT.



The Polish union Solidarity have signed a collective agreement with Barber Ship management of Norway to cover conditions of Polish seafarers serving on Norwegian International Register (NIS) ships. The agreement, signed on Monday, February 19 in the Norwegian city of Oslo is the first agreement signed by the union for seafarers on non-Polish ships, and will give Polish seafarers already working on NIS ships genuine union protection for the first time ever. Barber says that they hope to extend the agreement to cover Flag of Convenience vessels in general, but know that this will require ratification of the agreement by ITF seafarers' unions and

the formal affiliation of Solidarity to the ITF. Under ITF policy, agreements for Norwegian-owned NIS ships are the sole concern of the Norwegian unions, but agreements for non-Norwegian owned NIS ships or any other ITF-designated Flag register need to be approved by the ITF Fair Practices Committee. The ITF European Seafarers' meeting in Rotterdam late last year (see ITF News January 1990), which was attended by delegates from Solidarity, has asked the ITF to look favourably upon any request for affiliation from the Solidarity seafarers' section.

The Hong Kong-owned fleet has increased by 6.7 million tonnes deadweight last year compared with 1988. The total number of Hong Kong owned vessels now stands at 1,330 ships totalling 64.5 million tonnes DWT, according to figures released by the Hong Kong Shipowners' Association.

West Germany's Senator Line is set to double the frequency of its round-the-world service in an historic first venture with an East German shipping line. They have negotiated a deal with Deutsche Seereederei Rostock (DSR) for co-operation in the Far East trades. Initially, the deal will allow Senator to increase its fleet from 12 to 24 vessels and upgrade frequency from fortnightly to weekly. DSR currently co-operates with Polish Ocean Lines (POL) in the Euro-Asia Container service (Eacon). The DSR-Senator pact hinges on approval from POL.

# Brazilian seafarers' strike

Members of the ITF-affiliated Seafarers' Federation (CNTTMFA) in Brazil are taking strike action in support of a 250 per cent wage rise.

The pay increase is necessary to protect seafarers' living standards in the inflation-torn country, and is accompanied by demands for changes to the system of payment and for wages to be paid in US dollars when crews are working abroad.

The 10,000 striking seafarers are claiming parity with another industrial wage award in the national oil company Petrobras and have rejected a 150 per cent offer from the employers.

The seafarers' dispute has been referred to the National Labour Court, which the union is hoping will produce a settlement acceptable to the strikers.

As ITF News goes to press, it appears that the union federation will go back to work following a Labour Court recommendation of a 140 per cent wage increase.

Mauricio Sant'Anna — President of the Federation and a well known figure in ITF seafarers' circles — said that there was a feeling amongst the strikers that they could exert no more pressure and should return to work.

## Unanswered questions in collision inquiry

An investigation into a mysterious collision between two flag of convenience vessels last November in the North Sea has concluded that almost everyone was at fault, but has still left many questions unanswered.

The Bahamian-registered vessels, the car ferry *Hamburg* and the ro-ro ship *Nordic Stream*, collided on the night of November 8 in the North Sea off Bremerhaven (see ITF News November/December 1989). Three passengers were killed and five people injured, including two crewmembers. The night was clear and conditions were very good.

The Bremerhaven Court of Marine Inquiry has now concluded an investigation into the incident.

The Court has placed the main blame for the collision with the *Hamburg's* first officer, Alan Linder-Madsen, who was on the bridge at the time of the accident. The Court has ordered that he be barred from operating a vessel in West German waters for one year.

At the time of the collision, the Court established, both ships were being operated by young, relatively inexperienced men.

The *Hamburg's* master, Günter Kullack, who is a very experienced ferry captain, had retired to his cabin leaving the first officer in charge.

Radar records reveal that both vessels were on a collision course for some time before the accident and yet

neither commanding officer appears to have recognised this. A last minute warning from the Wilhelmshaven radar station came too late to allow the ships to avoid collision.

The court also found that the radar station was at fault for failing to issue a warning earlier.

Both commanding officers should also have had visual contact, yet they failed to notice each other. It remains a mystery why neither man saw the other vessel, which were both clearly visible

and illuminated.

The collision casts doubts on the safety standards of Foc vessels, and it also raises important questions about the possibilities of accumulated individual human error being able to cause major accidents. Countries who are intent on reducing watchkeeping to a sole lookout should reflect on the fact that two individuals, alone on the bridge at night, can apparently manage, in clear conditions to not notice large, well-lit vessels right in front of them.

## Foc vessels cause delays in Suez canal

Flag of convenience vessels are being blamed for causing disruption to traffic flow through the Suez canal, according to the managing director of the Canal Authority, Mohamed Ezzat Adel. Adel is currently visiting Hong Kong and Japan.

Unless shipowners clean up their own act, Adel warns that the Authority may have to start taking discriminatory steps against Focs.

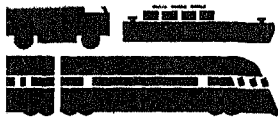
He said that the most common problem encountered was engine and steering gear breakdowns, and pointed an accusing finger at the Panamanian and

Liberian registers as the most frequent offenders:

"Sometimes these problems are occurring as frequently as once a week," he told the Hong Kong Shipowners' Association in early February.

Already the Authority is taking precautionary measures to place suspect Focs at the back of convoys to avoid disruption of the other ships. However, breakdowns still hold up other convoys waiting to pass through.

The Authority has raised the matter with the International Chamber of Shipping and is urging shipowners everywhere to tackle the problem.



# INLAND TRANSPORT

## South African strikers return to work

South African railway workers have accepted the deal negotiated by their union to end their strike, and they are now back at work under the agreement negotiated between the South African Railway and Harbour Workers' Union (SARHWU) and the State-owned South African Transport Services (SATS) which owns the railway (see *ITF News*, January 1990).

Striking workers had to re-register for their former jobs by February 7. At that date, nearly 90 per cent had done so — a figure considered to be very good by union leaders.

The union still has to finalise a proposed interim recognition agreement with SATS. Under the negotiated agreement, SARHWU needs to undertake a legal registration exercise to be formally recognised. They have already applied for legal registration in Southern Natal, but further work needs to be done in other regions. Workers have to formally resign from the yellow company union BLATU in order to be counted as signed up SARHWU members. There is a one-month notice period for resignation from BLATU, so the formal registration process in

most areas will have to be undertaken in March following the resignations that are now happening. This entire exercise will be very time consuming for the union.

The January news bulletin of the International Union of Railways (IUR) — the worldwide organisation of railway undertakings — reports that SATS is to be privatised from April 1, 1990. According to the report, SATS is to be broken up into a private joint-stock company with four departments for Railways, Ports, South African Airways and Road Transport.

## Workers and passengers oppose rail plan

French railway workers stopped work for 36 hours at the beginning of the month to protest against proposals which would see 4,500 jobs lost over the next four years.

The French railways SNCF corporate plan for the next four years, which will be formally discussed at a board meeting on February 15, proposes a "concentration" of resources on prestigious (and profitable) high speed projects at the expense of suburban and commuter services. It proposes giving 43 billion Francs to the TGV high speed network, but only 15 billion to suburban services.

The plan is denounced by the rail unions as giving "priority to productivity and not public service".

The strike was supported by a broad coalition of all IUR-affiliated rail unions (CFDT, Force Ouvrière, and FMC) along with the Communist-led CGT and the autonomous conductors' union. This powerful alliance ensured that a clear majority of French railway workers followed the call for strike action.

Not only was the strike supported by the broadest possible range of unions, but it also, very unusually, gathered the active support of the National Federa-

tion of Transport Users' Associations (FNAUT) — a group not noted for its support for industrial action.

"It's clear that, despite certain posi-

tive elements in this plan, it totally neglects the secondary networks which are set to continue to decline," said Simone Bigome from FNAUT.

## Alpine transit nations seek to limit truck traffic

The Austrian government is pressing ahead with its policy of limiting truck traffic which uses the country as a transit route between Italy and Northern Europe, despite powerful opposition from road haulage entrepreneurs and the Italian and West German governments.

On December 1 last year Austria banned night driving for trucks on the main North/South transit routes unless they are fitted with noise-reducing equipment. Perishable goods are to remain exempt from the ban until mid-1990. Previous measures to limit the enormous volume of road traffic passing through the country met with noisy protests and border blockades by road haulage companies (see *ITF News*, September 1989).

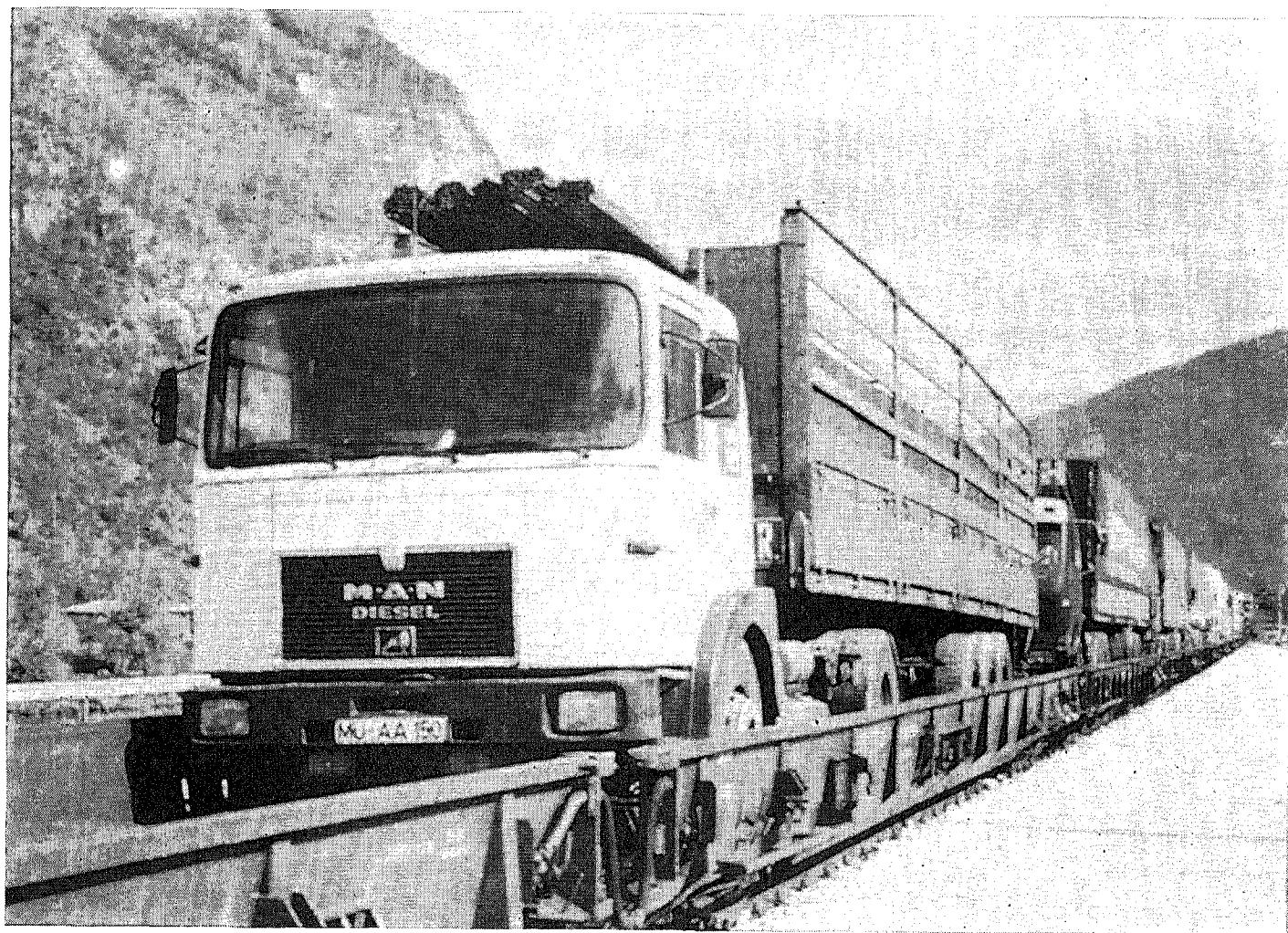
The Austrian motorway system and the surrounding environment are un-

able to support the current volumes of traffic. 1987 figures show that 80 per cent of the 20.4 million tonnes of surface freight crossing the Austrian Alps was carried by road.

In Switzerland, which has had a ban on night truck driving for decades and which has a 28 tonne limit on truck weight, the proportions were reversed, with over 80 per cent of a slightly lower volume of freight being carried by rail.

The environmental and political pressures for restrictions on road haulage volumes are echoed by European transport unions, which are concerned at the deterioration of working conditions and safety standards as competitive pressures force drivers to work more hours of overtime and night shifts.

Continued on page 15



An Austrian rail piggyback in action.

## *... There is a need for major investment in the Alpine rail networks*

Continued from page 14

The ITF-affiliated Austrian transport union HTV says that the government's restrictions should be matched by the provision of proper rest facilities for drivers.

Moves by the Italian and West German governments to introduce retaliatory restrictions on Austrian truckers have run up against the European Community's rules on free competition. Austria is not a member of the EC, but a meeting of the council of Community transport ministers in December expressed sympathy with the Austrian government's position.

The hauliers' organisation, the International Road Transport Union (IRU) has complained that Austria's restrictions are in contravention of international road transport conventions. Some companies are attempting to evade the measures by fitting dummy noise reduction devices to their trucks or carry-

ing false papers claiming that the equipment has been ordered.

With EC predictions of an increase in the overall volume of road haulage traffic of 4 per cent per annum this decade, pressures on the Alpine routes will increase. Present rail capacities are too stretched to be able to relieve the situation in the short term.

There is a need for major investment in the Alpine rail networks. A positive direction has already been given by the Swiss plans to build a new Gotthard tunnel and the opening by the Austrian Railways of a major new piggy-back transport terminal designed to carry heavy trucks by rail.

Four ITF affiliates whose members are affected by the problem — the Italian FILT and the Austrian, Swiss and West German railway workers' unions GdEÖ, SEV and GdED — are producing a joint paper for the ITF's Congress in Florence this year. The

Congress offers a forum for unions from the different countries and inland transport sectors to debate a common policy and use it to influence governments and transport employers.

The Working Group of Inland Transport Unions in the Alpine countries argues that the principle of the entrepreneur's freedom to use the transport mode of his or her choice, which lies at the root of the European Community's weak position on the issue, is completely inadequate when it comes to achieving a balance between social, economic and ecological considerations. Rejecting the notion of building new motorways in the Alpine region, the Group calls for the harmonisation of the underlying competitive conditions for the different modes of transport, and the development of an integrated European transport policy promoting a rational allocation of freight traffic between the modes.



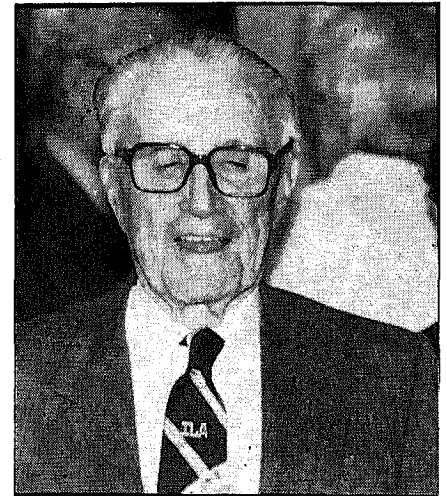
# PEOPLE

**HANS SCHMÖLZ** is retiring as President of the Austrian Railwaymen's Union and as a member of the ITF's Executive Board. He will remain as Chairman of the ITF's Railwaymen's Section until the 36th Congress in Florence in August.

**TEDDY GLEASON**, President Emeritus of the International Longshoremen's Association (ILA), is retiring as a member of the ITF's Executive Board on which he has served since 1973. Teddy, who for many years has been a leading figure in the US labour movement, is well known and

respected throughout the ITF family. Now in his 90th year, he began work on the New York docks 75 years ago and joined the union four years later. He was elected to the Presidency of the union in 1963 and cites as his proudest achievement as the elimination of casual work through the introduction of guaranteed annual wages.

**RUBEN TORRES** has been appointed Secretary of Labour in the Philippines by President Cory Aquino. He is a former official of the Trade Union Congress of the Philippines.



Teddy Gleason



# FORTHCOMING MEETINGS

8-9 March	Travel Bureau Section Conference	London
20-21 March	Executive Board	London
11 April	Cabin Crew Meeting	Montréal
25-27 April	Latin American Regional Conference	Montevideo
17 May - 18 May	Urban Transport Working Group	Hamburg
30 May	Dockers' Meeting	London
31 May - 1 June	Fair Practices Committee	London
13-14 June	Fishermen's Section Conference	London
31 July - 1 August	Executive Board	Florence
2 - 9 August	ITF Congress	Florence
3-7 September	Foc Inspectors' Meeting	Eastbourne, England

GENERAL SECRETARY: **HAROLD LEWIS**

PUBLICATIONS OFFICER: **DAVID COCKROFT**

International Transport Workers' Federation  
 Federación Internacional de los Trabajadores del Transporte  
 Internationale Transportarbeiter-Föderation  
 Fédération Internationale des Ouvriers du Transport  
 Internationella Transportarbetarefederationen

133-135 Great Suffolk Street, London SE1 1PD  
 TELEPHONE: +44-1-403 2733  
 TELEX: (051) 8811397 ITF LDN G  
 FAX: +44-1-357 7871  
 CABLES: Intransfe, London SE1  
 E-MAIL: Geonet - GEO2:ITF